



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

**FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING**

**DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT**

**EXAMINATION PAPER**

**COURSE CODE** : CHR121  
**COURSE TITLE** : PRINCIPLES OF HUMAN RESOURCES MANAGEMENT  
**DURATION** : 3 Hours  
**LEVEL** : 1.2  
**DATE** : 28 NOV 2022

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer any four questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets [ ]

### QUESTION ONE

- (a) Define job analysis and examine the relevance of job analysis in the implementation of other HRM policy function. **(20 marks)**
- (b) Distinguish job description from job/person specification. **(5 marks)**

### QUESTION TWO

Identify three key HR policies and discuss their importance in HRM explaining the objectives and key contents of each policy. **(25 marks)**

### QUESTION THREE

Apply the Maslow hierarchy of needs to an organizations of your choice. **(25 marks)**

### QUESTION FOUR

Identify and explain the roles of the following HRM practices in modern organizations

1. Performance Management **(8 marks)**
2. Induction training **(8 marks)**
3. Separation or employee exit **(9 marks)**

### QUESTION FIVE

Compare and contrast the IR model and HR model outlining the importance of the two models in HR management in a company of your choice. **(25 Marks)**

14/0 Am

**QUESTION SIX**

Compare and contrast HRM and Personnel Management.

**(25 Marks)**